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1996

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20 Victoria Street
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Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

THE ONTARIO TRILLIUM FOUNDATION

LA FONDATION TRILLIUM DE L'ONTARIO

## OUR MISSION

The Trillium Foundation works with others to make strategic investments to build healthy, sustainable and caring communities in Ontario.

## OUR VISION

The Trillium Foundation believes it has a catalytic role to play in strengthening Ontario's civic society through building hopeful and caring communities – communities marked by personal contribution, an abundance of accessible activities and services, and deep and respectful public discussion. We use our resources to build bridges within and between communities. We encourage collaboration and imaginative, holistic approaches to increased community well-being which recognize the important and interdependent roles that arts, culture, recreation, sports and social services play, and the underlying value of a sustainable economy and environment. We help communities learn from their efforts and share their learning with others. In our vision, Trillium is an organization which is committed not just to preparing for the future, but to shaping it as well.

## CORE VALUES

All our actions and our relations with our stakeholders will be driven by the core values that shape Trillium's culture. These values are:

**Passion:** to engage the energy and commitment that results from joyful, productive efforts toward realizing our vision.

**Creativity:** to use our resources to stimulate innovation and imaginative, forward-thinking strategies and initiatives.

**Courage:** to live by what we believe; to lead in clearing new paths; and to support leading edge strategies.

**Collaboration:** to seek ways of sharing which create added value, and which maximize the leverage potential of Trillium's and others' resources.

**Inclusiveness:** to ensure that our programs and policies celebrate Ontario's rich diversity and enable full participation and contribution of all its citizens.

**Excellence:** to push beyond acceptable levels of success; to challenge assumptions and conventional practices; and to continually strive to learn and adapt.

THE TRILLIUM FOUNDATION

LA FONDATION TRILLIUM

# ANNUAL REPORT 1995/96

23 BEDFORD ROAD, TORONTO, ONTARIO M5R 2J9

416-961-0194 / 1-800-263-2887 FAX: 416-961-9599

100-04780/

## GRANTS APPROVED IN 1995/96

165 King Street East Project, Waterloo - $50,000 over 2 years
ACFO-Rive Nord, Elliot Lake - $5,000
Aboriginal Film and Video Art Alliance, Toronto - $10,000
Access Action Council, Toronto - $164,500 over 3 years
Across Boundaries, City of York - $165,000 over 3 years
Action Centre for Social Justice, Ottawa - $10,000
Action for Sustainable Communities, Ottawa - $150,000 over 2 years
Action ontarienne contre la violence faite aux femmes Ottawa - $225,000 over 4 years
Addiction Services (Hastings & Prince Edward Counties), Belleville - $60,000 over 2 years
Advisory Council on Ageing, Smiths Falls - $8,300
Advocates for Community Based Training and Education, Toronto - $160,000 over 4 years
African Canadian Community Health Coalition, Toronto - $9,800
African Community Health Services, Toronto - $4,800
African Community Services of Peel, Mississauga - $10,000
African Resource Centre & Communications Centre of Ontario, Toronto - $9,500
Alliance for Employment Equity, Toronto - $105,000 over 3 years
The Arthur, Trent University Student and Community Paper, Peterborough - $6,500
L'Association des éducatrices et éducateurs francophones des services à l'enfance de l'Ontario, Sudbury - $120,000 over 3 years
Barrie & District Rape Crisis Line - $7,500
Beechgrove Children's Centre, Belleville - $40,000
Black Creek Anti-Drug Focus Community Coalition, Downsview - $70,000 over 2 years
Black Creek Community Health Centre, Toronto - $3,700
Brampton Caledon Community Living, Brampton - $128,000 over 2 years
Cambridge Community Systems - $17,000
Campaign 2000, Toronto - $99,600 over 5 years
Canada's Children... Canada's Future, Gloucester - $10,000
Canada's Coalition for Public Information, Toronto - $197,000 over 3 years
Canadian Association of Food Banks, Toronto - $70,000 over 2 years
Canadian Centre for Social Justice, North Bay - $150,000 over 2 years
Canadian Council on Rehabilitation and Work, Toronto - $22,400
Canadian Injured Workers Alliance, Thunder Bay - $31,800
Canadian Mental Health Association, National Office, Toronto - $143,400 over 2 years
Canadian Mental Health Association Timmins - $98,400 over 3 years
Canadian Women's Foundation Consortium, Toronto - $750,000 over 5 years
Centenary Health Centre, Scarborough - $10,000
Central Algoma Strategic Planning Committee, Desbarats - $59,500
Centre culturel et communautaire francophone de Cornwall (collaborative) - $24,700
Centre for Equality Rights in Accommodation, Toronto - $195,000 over 4 years
Centre for Research on Violence Against Women and Children, London - $75,000
Centre for Studies of Children at Risk, Hamilton - $25,000
Centre franco-ontarien de ressources en alphabétisation, Sudbury - $170,000 over 3 years
Chalkfarm Community and Family Centre, Downsview - $86,000 over 2 years
Chinese Canadian National Council, Toronto - $180,000 over 3 years
Christie-Ossington Community Group, Toronto - $260,000 over 3 years
Coalition of Agencies Serving South Asians, Toronto - $171,000 over 3 years

Cochrane District Self-Help Network, Timmins - $110,000 over 2 years
Cochrane Temiskaming Professional Development Association, South Porcupine - $128,200 over 2 years
College-Montrose Children's Place, Toronto - $10,000
Common Ground Food Co-op, Cobourg - $10,000
Community Active Living Lambton, Petrolia - $10,000
Community Assets, Guelph - $229,800 over 2 years
Community Coordinating Committee of Sexual Assault Support Services, Carleton Place - $1,000
Community Friends, Timmins - $10,000
Concerned Parents of Metropolitan Toronto, Agincourt - $8,900
Concordia University Institute in Management & Community Development - $10,000
Conseil économique et social d'Ottawa-Carleton, Vanier - $150,000 over 3 years
Council of African Organizations in Ontario, Etobicoke - $10,000
Council on Aging of Ottawa-Carleton - $7,500
Desh Pardesh, Toronto - $10,000
DisAbled Women's Network, Toronto - $150,000 over 3 years
Doris Marshall Institute, Toronto - $93,500 over 3 years
e.y.e video, Regent Park, Toronto - $80,000
Earlscourt Child and Family Centre, Toronto - $18,000
Education Wife Assault, Toronto - $150,000 over 3 years
Elder Abuse Task Force, Kingston - $80,000 over 2 years
Elspeth Heyworth Centre for Women, North York - $10,000
Family Services Centre of Sault Ste. Marie and District - $10,000
La Fondation de la Cité collégiale, Ottawa - $15,000
Friends of Dufferin Grove Park, Toronto - $10,000
Gabay, Toronto - $70,000 over 2 years
Giant Steps/Toronto, Brampton - $20,000 over 2 years
Global Community Centre of Waterloo Region - $75,000 over 3 years
Grand Council Treaty #3, Kenora - $213,000 over 3 years
Haldimand-Norfolk REACH, Townsend - $130,000 over 3 years
Heritage Fashion Design Network, Toronto - $10,000
Homeworkers' Association of the International Ladies Garment Workers Union, Toronto - $130,000 over 2 years
House Sophrosyne, Windsor - $10,000
Human Rights and Race Relations Centre, Toronto - $10,000 over 2 years
International Children's Institute, Montreal - $135,000
Jane-Finch Revisited, Toronto - $50,000
Jane/Woolner Neighbourhood Association, Toronto - $225,000 over 3 years
Kapuskasing Regional Resource Centre for Independent Living - $10,000
Karen Walk Neighbourhood Association, Waterloo - $5,500
Kent County Chapter of Autism Society Ontario, Kent Bridge - $24,500 over 2 years
Kids Count - Queen's Avenue Area, London - $129,000 over 3 years
Kingston Independent Living Resource Centre - $5,000
Kingston Literacy - $150,000 over 2 years
The Labyrinth Group, St. Catharines - $50,000 over 3 years
Lambton Elderly Outreach, Petrolia - $10,000
Lawrence Heights Area Alliance, North York - $10,000
League for Human Rights of B'Nai Brith Canada, Downsview - $180,000 over 3 years

Learning Disabilities Association of Peterborough - $9,700
Leeds & Grenville Children's Services Advisory Group, Brockville - $43,000
Lincoln Community Care, Beamsville - $30,000 over 18 months
Local Youth Network & Community Services, Windsor - $10,000
London and District Distress Centre - $9,500
London Entrepreneurial Education Association - $5,000
London Good Food Project - $10,000
London Intercommunity Health Centre - $120,000 over 3 years
London Multicultural Youth Association - $175,000 over 5 years
Media Resources Advisory Group of Ottawa-Carleton - $50,000 over 2 years
Mental Health Consumer/Survivors Association of Essex County, Windsor - $15,000
Metro Action Committee on Public Violence against Women and Children, Toronto - $273,900 over 5 years
Metro Network for Social Justice, Toronto - $190,000 over 3 years
Metro Woman Abuse Protocol Project, Toronto - $8,500
Metro Youth Council, Toronto - $135,000 over 3 years
Metropolis Youth Forum, Toronto - $6,000
Metropolitan Toronto Special Committee on Child Abuse - $176,000 over 3 years
Mushkegowuk Council, Moose Factory - $60,000
Namaygoosisagagun, Collins - $6,000
Neighbourhood Coalition on Dispute Resolution, Ottawa - $150,000 over 3 years
New Beginnings for Youth, Ottawa - $9,500
Niijkiwendiaa Anishnaabe-Kwewag Services Circle, Peterborough - $5,000
Nipissing-Timiskaming District Health Council, North Bay - $7,500
Northern Community Development Services Corporation, Fort Frances - $35,000
Northumberland Clarington School Wellness Support Committee, Courtice - $10,000
Northwestern Ontario Regional Child Care Committee, Thunder Bay - $10,000
Ontario Association for Community Development Corporations, St. Thomas - $9,500
Ontario Coalition of Senior Citizens' Organizations, Toronto - $180,000 over 3 years
Ontario Native Council on Justice, Toronto - $10,000
Ontario Network of Women in Trades, Technology, Operations and Blue Collar Work, Richmond Hill - $10,000
Ontario Social Development Council, Toronto - $300,000 over 4 years
Operation Springboard, Toronto - $59,700
Ottawa Women's Credit Union - $25,000
Ottawa-Carleton Coalition for Literacy - $20,000
Ottawa-Carleton Immigrant Services Organization - $100,000 over 2 years
Parkdale Community Health Centre, Toronto - $80,000
Parry Sound Career Centre Information Network - $187,000 over 3 years
Partnership for Employment, Toronto - $61,000
People First Windsor - $10,000
Project Another Chance, Kingston - $188,000 over 4 years
Pueblito, Toronto - $10,000
Réseau des chercheures féministe de l'Ontario français, Toronto - $44,000
Réseau des femmes du Sud de l'Ontario, Toronto - $73,000 over 2 years
Robert J. Smith Senior Citizens Centre, Rexdale - $9,600
St. Christopher House, Toronto - $100,000 over 2 years
Sandy Hill Community Health Centre, Ottawa - $24,000
Sarnia-Lambton Rebound - A Program For Youth - $9,900

Sekyerman Society of Ontario, North York - $5,000
Seniors Training Seniors, Cornwall - $4,000
Serious Youth Coalition, Sudbury - $210,000 over 4 years
Shoal Lake First Nation - $123,000
Skills for Change, Toronto - $60,000 over 18 months
Skyworks Charitable Foundation, Toronto - $10,400
Social Development Council - Ajax-Pickering - $9,900
Social Planning Council of the Sudbury Region - $83,000 over 2 years
Somali Canadian Family Services Project, North York - $20,000
Somali Women and Children's Support Network, Etobicoke - $75,000 over 2 years
Somaliland Women's Organization of Metro Toronto, North York - $120,000 over 2 years
Supportive Initiatives for Residents in the County of Haliburton - $92,100 over 3 years
Tamarack Women's Resource Centre, Bancroft - $96,000 over 3 years
Tele-touch, Hamilton - $50,000 over 3 years
Théâtre la Catapulte, Ottawa - $10,000
Thunder Bay Coalition Against Poverty - $95,100 over 3 years
Toronto Community Ventures - $160,000 over 2 years
Toronto Organization for Domestic Worker's Rights (INTERCEDE) - $45,000
Treaty #3 Women's Council, Fort Frances - $130,000 over 3 years
Tropicana Community Services Organization, Scarborough - $120,000 over 2 years
Unemployed Professional African Wo(men) Association, Toronto - $10,000
Union of Injured Workers of Ontario, Toronto - $150,000 over 3 years
Violence Overcome in Creative Ensemble, Toronto - $10,000
Violence Prevention Council, Ajax - $10,000
Voices of Positive Women, Toronto - $30,500
Volunteer Action Centre, Waterloo - $45,000 over 2 years
Volunteer Centre of Metro Toronto - $10,000
Volunteer Ontario, Etobicoke - $10,000
W. Ross Macdonald School for the Blind, Brantford - $10,000
Wawatay Native Communications Society, Sioux Lookout - $104,700 over 2 years
West Elgin Seniors Project, Iona Station - $3,500
West End Community Ventures, Ottawa - $100,000 over 3 years
Wikwemikong Unceded Indian Reserve - $9,000
Windsor-Essex Low-Income Families Together - $10,000 over 3 years
Women and Rural Economic Development, Stratford - $187,200 over 2 years
Women's Centre, Owen Sound - $10,000
Women's Community Loan Fund, Thunder Bay - $103,200 over 3 years
Women's Information Network, Mount Brydges - $10,000
Women's Project of Local Employment & Trading Systems, Toronto - $155,700 over 2 years
Working Group for Young Pregnant Women, Peterborough - $4,500
York Region Abuse Program, Newmarket - $25,000 over 3 years
Youth Diversion Program, Kingston - $26,700
Youth Serving Agency Network, Hamilton - $42,000 over 2 years

## OTHER INITIATIVES

Caring Communities Award and Grants Program - $2,000,000 over 3 years
Get Up! Stand Up! (Youth Program) - $500,000

**Ontario Trillium Foundation**
Incorporated without share capital under the laws of Ontario

# BALANCE SHEET

As at March 31

| | 1996<br>$ | 1995<br>$ |
|---|---|---|
| **OPERATING FUND** | | |
| Cash | 3,287 | 9,832 |
| Accrued interest | 968,551 | 714,175 |
| Accounts receivable and prepaids *[note 3]* | 37,750 | 2,500 |
| Fixed assets, net of accumulated depreciation and amortization of $282,090 (1995 - $220,176) | 157,295 | 177,265 |
| Accounts payable and accrued liabilities | (17,856) | (17,151) |
| **Due to Program Fund** | 1,149,027 | 886,621 |
| **PROGRAM FUND** | | |
| Cash | 24,500 | 48,987 |
| Short-term investments | 21,051,487 | 20,384,981 |
| Due from Operating Fund | 1,149,027 | 886,621 |
| Grants pledged and not distributed *[note 4]* | (19,280,300) | (16,495,159) |
| **Fund balance** | 2,944,794 | 4,825,430 |

*See accompanying notes*

On behalf of the Board:

Betty-Lou Souter
Chair

David Burn
Treasurer

# AUDITORS' REPORT

To the Board of Directors of the
**Ontario Trillium Foundation**

We have audited the balance sheet of the **Ontario Trillium Foundation** as at March 31, 1996 and the statements of Operating Fund revenue and expenses, Program Fund balance and changes in financial position for the year then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Foundation as at March 31, 1996 and the results of its operations and the changes in its financial position for the year then ended in accordance with generally accepted accounting principles. We report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

Ernst + Young

Toronto, Canada,
April 16, 1996.

Chartered Accountants

**Ontario Trillium Foundation**

# STATEMENT OF OPERATING FUND REVENUE AND EXPENSES

Year ended March 31

| | 1996 $ | 1995 $ |
|---|---|---|
| **REVENUE** | | |
| Interest | 1,734,440 | 1,310,565 |
| **EXPENSES** | | |
| Salaries and benefits | 694,489 | 712,245 |
| Travel and meetings | 66,092 | 57,898 |
| Board and staff development | 25,972 | 26,844 |
| Postage, delivery and office supplies | 41,189 | 39,735 |
| Communications and public relations | 69,511 | 99,918 |
| Equipment costs | 77,283 | 55,058 |
| Professional fees and temporary assistance | 24,920 | 14,686 |
| Utilities | 77,887 | 64,650 |
| Office rent | 73,522 | 66,889 |
| Legal and audit fees | 12,770 | 10,000 |
| Other | 14,608 | 37,994 |
| | 1,178,083 | 1,185,917 |
| Excess of revenue over expenses for the year | 556,357 | 124,648 |
| Transfer to Program Fund | (556,357) | (124,648) |
| Balance, end of year | — | — |

# STATEMENT OF PROGRAM FUND BALANCE

Year ended March 31

| | 1996 $ | 1995 $ |
|---|---|---|
| Fund balance, beginning of year | 4,825,430 | 9,199,306 |
| Funds received from the Ontario Ministry of Citizenship, Culture and Recreation | 12,867,621 | 16,772,900 |
| Transfer from Operating Fund | 556,357 | 124,648 |
| | 18,249,408 | 26,096,854 |
| Grants pledged *[note 4]* | (15,246,414) | (21,035,913) |
| Non-grant contributions to the community *[note 5]* | (58,200) | (235,511) |
| Fund balance, end of year | 2,944,794 | 4,825,430 |

*See accompanying notes*

**Ontario Trillium Foundation**

# STATEMENT OF CHANGES IN FINANCIAL POSITION

Year ended March 31

| | 1996<br>$ | 1995<br>$ |
|---|---|---|
| **OPERATING ACTIVITIES** | | |
| Excess of revenue over expenses for the year | 556,357 | 124,648 |
| Add (deduct) non-cash items | | |
| Depreciation and amortization | 61,914 | 46,876 |
| Accrued interest | (254,376) | (328,641) |
| Other | (34,545) | (3,005) |
| | 329,350 | (160,122) |
| Program funds received from the Ontario Ministry of Citizenship, Culture and Recreation | 12,867,621 | 16,772,900 |
| Grants distributed *[note 4]* | (12,461,273) | (16,690,654) |
| Non-grant contributions to the community | (58,200) | (235,511) |
| **Cash provided by (used in) operating activities** | 677,498 | (313,387) |
| **INVESTING ACTIVITIES** | | |
| Decrease (increase) in short-term investments, net | (666,506) | 444,038 |
| Purchase of fixed assets, net | (41,944) | (149,157) |
| **Cash provided by (used in) investing activities** | (708,450) | 294,881 |
| **Net decrease in cash during the year** | (30,952) | (18,506) |
| Cash, beginning of year | 58,819 | 77,325 |
| **Cash, end of year** | 27,867 | 58,819 |
| **Represented by** | | |
| Operating Fund | 3,287 | 9,832 |
| Program Fund | 24,580 | 48,987 |
| | 27,867 | 58,819 |

*See accompanying notes*

Ontario Trillium Foundation

# NOTES TO FINANCIAL STATEMENTS

March 31, 1996

## 1. PURPOSE

Ontario Trillium Foundation ["Trillium"] began operations on August 23, 1982 and was incorporated without share capital under the laws of Ontario under letters patent dated November 17, 1982. The purpose of Trillium is to work with others to create conditions of social progress for people in Ontario who are socially or economically disadvantaged.

## 2. SIGNIFICANT ACCOUNTING POLICIES

Because Trillium receives all of its program funds from the Ontario Ministry of Citizenship, Culture and Recreation [the "Ministry"] and such funds are to be used in support of the purpose described above, the financial statements have been presented in a manner which segregates the accounts into Operating and Program Funds.

- **Operating Fund**

  The Operating Fund's purpose is to record the assets, liabilities and interest revenue earned on Program Fund investments and expenses which are determined to pertain to the operations of Trillium.

- **Program Fund**

  The Program Fund's purpose is to record the assets, liabilities and funds received from the Ministry, as well as grants awarded and non-grant contributions to the community, all of which pertain to the direct fulfillment of the purpose of Trillium described in note 1. At the end of each year, the Program Fund is credited with the excess of revenue over expenses of the Operating Fund for that year.

### Fixed assets

Fixed assets, including leasehold improvements, are initially recorded at cost. Certain office furniture, carried at a nominal value, has been donated to Trillium. Normal maintenance and repair expenditures are expensed as incurred.

Depreciation and amortization are provided on the straight-line basis over up to five years so that the total cost of the assets will be expensed over their estimated useful lives.

## 3. ACCOUNTS RECEIVABLE

During the year, Heritage Canada committed $37,500 towards several of Trillium's French language projects. The funds were used to offset specific expenses. Of the total contribution, $7,500 was received during the year and $30,000 was receivable at year end.

# NOTES TO FINANCIAL STATEMENTS

March 31, 1996

## 4. GRANTS

Trillium pledges grants for future distribution and makes payments with respect to these grants for the prescribed duration of each grant.

| | 1996<br>$ | 1995<br>$ |
|---|---|---|
| **Grants pledged** | | |
| Current year | 15,508,114 | 22,000,713 |
| Recovered or rescinded in the current year | (261,700) | (964,800) |
| | 15,246,414 | 21,035,913 |
| Prior years | 204,983,496 | 183,947,583 |
| | 220,229,910 | 204,983,496 |
| **Grants distributed** | | |
| Current year | 12,461,273 | 16,690,654 |
| Prior years | 188,488,337 | 171,797,683 |
| | 200,949,610 | 188,488,337 |
| **Grants pledged and not distributed** | 19,280,300 | 16,495,159 |

Grants pledged and not distributed are payable, subject to the receipt of funds by Trillium and to certain performance conditions placed on the recipients, to various organizations in the fiscal years ending March 31 as follows:

| | $ |
|---|---|
| 1997 | 10,945,600 |
| 1998 | 5,819,800 |
| 1999 | 2,121,100 |
| 2000 | 371,300 |
| 2001 | 22,500 |
| | 19,280,300 |

Grants pledged and not distributed include an amount of $2 million reserved in the year for the Caring Communities Award.

# NOTES TO FINANCIAL STATEMENTS

March 31, 1996

## 5. NON-GRANT CONTRIBUTIONS TO THE COMMUNITY

| | 1996<br>$ | 1995<br>$ |
|---|---|---|
| TVOntario Fundraising and Board Basics Series | 20,000 | 210,000 |
| Funders' Alliance | 3,000 | 3,000 |
| Other non-grant charitable contributions | 35,200 | 22,511 |
| | 58,200 | 235,511 |

Non-grant contributions to the community are charitable activities other than grants, such as partnerships with other organizations, projects initiated by Trillium and technical assistance to community organizations. Costs shown as other non-grant charitable contributions represent transfers from operations.

## 6. COMPARATIVE FINANCIAL STATEMENTS

The comparative financial statements have been reclassified from statements previously presented to conform to the presentation of the 1995 financial statements.

## BOARD OF DIRECTORS

Betty-Lou Souter, Acting Chair, St. Catharines
Wayne Brownlee, Chair Elect, London
Mary Lynne Jackson-Hughes, Vice-President, Nipigon
David Burn, Treasurer, Mississauga

Jabril Abdulle, Ottawa
Pierre Bernier, Ottawa
Reva Bomberry, Ohsweken
Sharon Clarke, Don Mills
Mary-Jean Cormier, Thunder Bay
Pauline Couture, Toronto
George Eaton, Willowdale
Victoria Grant, New Liskeard
Leslie Lam, Toronto
Jean-Serge Lauzon, Ottawa
John Pollock, Kitchener
Debra Robinson, Timmins
Verna Shackleton, Cobourg
Sherri Torjman, Nepean
Rebecca Wissenz, Hamilton

## BOARD ALUMNI

Allan Arlett, Toronto
Sarah Band, Toronto
Peter Beattie, Toronto
Yvonne Blackwood, Scarborough
Sheila Block, Toronto
Grant Burton, Toronto
Maurice Closs, Windsor
Patrick Cooney, Toronto
Anne-Marie Couffin, Toronto
Ron Crawford, Toronto
Michael Davies, Kingston
Glen Davis, Toronto
Jean Noel Demarais, Sudbury
William Dimma, Toronto
John Craig Eaton, Toronto
Peter Eby, Toronto
John Erickson, Thunder Bay
Trevor Eyton, Caledon
Sharyn Salsberg Ezrin, Toronto
Alastair Gamble, Ottawa
Amy Go, Toronto
Angus Grant, Kingston

Jacqueline Guertin, Kapuskasing
William Harker, Toronto
Arden Haynes, Toronto
Maria Herrera, Toronto
Simpson Hollingsworth, Sault Ste. Marie
George Hopkins, Toronto
Martha Blackburn Hughes, London
Pat Israel, Toronto
Beryl Ivey, London
Carol Johnston, London
Inta Kierans, Toronto
Ali Lalani, Windsor
John Lamacraft, Toronto
David Lewis, Toronto
Pat MacKay, Toronto
Christine McClelland, St. Catharines
Gerry Michaud, Roslin
Ralph Misener, St. Catharines
Ron Moro, Windsor
Ian Morrison, Toronto
James Muldoon, Thunder Bay
Laurence Murray, Toronto
Jacqueline Neatby, Ottawa
Roger Obonsawin, Toronto
Lloyd Perry, Toronto
Donald Pierce, Don Mills
Jean Pigott, Ottawa
Barbara Polhill, Sioux Lookout
George Powers, Picton
Rudy Putns, Ancaster
Shanthi Radcliffe, London
Brian Rose, Baltimore
Bea Ross, Ottawa
Gordon Saunders, Sault Ste. Marie
Carolyn Sinclair, Sudbury
Patricia Sinclair, Etobicoke
Frank Smith, Toronto
Jean Teron, Ottawa
Stephen Thomas, Toronto
Heather Thomson, Toronto
Judith van Boxel, Sudbury
Ruth Walker, Sault Ste. Marie
Helen Whiteside, Peterborough
Rose Wolfe, Toronto
Gary Yee, Toronto

## STAFF

Julie White
Executive Director

Sheherazade Hirji
Director of Evaluation & Learning

Anne Pashley
Director of Finance & Technology

Yvonne Ferrer
Program Manager - Central Ontario

Kimberley Garrett
Program Manager - West/Northwestern Ontario

Bruce MacDougall
Program Manager - East/Northeastern Ontario

Gisela Shivanath
Program Manager - West/Northwestern Ontario

May Wong
Chef de programme, Centre de l'Ontario

Sharon Wood
Program Manager - East/Northeastern Ontario
and Coordinator of French Language Services

Doreen Davies
Manager of Administration

Bernadette Ang
Coordinator of Program Administration

Linda Briggs
Coordinator of Program Administration

Rozina Issani
Receptionist

## EXTERNAL ADVISORS

We would like to thank the following individuals who generously shared their expertise and knowledge with us over the course of the year:

Ruth Abbott, Cabinet Office
Michael Aitken, Toronto District Health Council
Shaheen Ali, Across Boundaries
Yvonne Anderson, Metropolitan Toronto Community Services
Robyn Artemis, DisAbled Women's Network
Geraldine Babcock, St. Christopher House
Bob Baker, Canadian Labour Congress
David Baker, Advocacy Resource Centre for the Handicapped
Sue Baker, Ministry of Education and Training
Martin Barclay, Ontario Native Affairs Secretariat
Kevin Barrett, Homes First Community Land Trust
Susan Bazilli, Metro Action Committee on Public Violence against Women and Children
Barrie Beaupre, Kinna Awaya Legal Clinic
Terry Belevance, Ontario March of Dimes
Jane Beninger, Canadian International Development Agency
Ed Bennett, Aboriginal Healing and Wellness Strategy
Lisa Benson, Status of Women Canada
Joanne Bezubutz, Cochrane District Detox Centre
Gordon Big Canoe, Canadian Heritage
Michael Birmingham, Carlington Community and Health Services
Paul Born, Communities Opportunities Development Association
Alan Broadbent, Maytree Foundation and Scott's Hospitality
Tim Brodhead, The J.W. McConnell Family Foundation
Judy Brooks, Metropolitan Toronto Community Services
Gianne Broughton, Women and Rural Economic Development
Freda Burkholder, Health Canada
Shirley Caico, North Bay Social Planning Council
Tom Campbell, Mogford Campbell Associates Inc.
Linda Capreault, Regional Municipality of Ottawa-Carleton, Dept. of Social Services
Robin Cardozo, United Way of Greater Toronto
Carol Cayenne, Self Employment Development Initiatives
Dick Chenier,Social Planning Council of the Sudbury Region
Jane Cleave, Ministry of Health
Yolande Clément, Centre FORA
Rod Cohen, Blake-Boultbee Youth Centre
Don Colborne
Robert Collins, City of London
Linda Commandant, Chiefs of Ontario
Mark Conway, Toronto Economic Development Corporation
Brian Cooper, George Brown College
Mary Coyle, Calmeadow
Carl Creebar, Ontario Network of Injured Workers

George Crow, Treaty #3
Sabra Desai, Humber College
Donna Doyle, Human Resources Development Canada
Romeo Duguay, Ministry of Citizenship, Culture and Recreation
Orville Endicott, Ontario Advocacy Coalition
Isaac Fakinofsky, Clarke Institute
Randi Fine, Self-Help Resource Centre
Claire Fortier, Calmeadow
Joan Francolini, Lawson Foundation
Richard Franz, Ministry of Housing
Lucia Furjueli, St. Christopher House
Danielle Galipeau, l'Association des services préscolaires et parascolaires d'Ottawa-Carleton
Robyn Gallimore, Association of Early Childhood Educators of Ontario
Judy Gans, Roger's Cable
Art Gibson, Human Resources Development Canada
Nathan Gilbert, Laidlaw Foundation
Robert Glossop, Vanier Institute of the Family
Gary M. Gould, Canadian Centre for Social Justice
Bryce Harper, Ministry of Community and Social Services
Adair Heath, Metropolitan Toronto Community Services
Evan Heise, Conflict Resolution Centre of Downsview
Bishop Henry, Roman Catholic Diocese of Thunder Bay
Debbie Henry, Giant Steps
Rashid Hersi, Scarborough Housing Help Centre
Brian Hinkley
Jane Humphries, Kitchener-Waterloo Community Foundation
Jim Huston, Ralph Thornton Centre
Elsie Hutsul, Kitchi-Gaming Area Management Board
Manjit Jheeta, Multicultural Community Development Office
David Johnson, United Way of Greater Toronto
Pam Jolliffe, Fred Victor Mission
Harvey Kessler, United Way of Windsor-Essex County
Pat J. Kincaid, Ministry of Education and Training
Jane Kingsbury, Human Resources Development Canada
Joanne Krakana, Porcupine United Way
Joan Kuyek, Better Beginnings Project
Cathy Laing, Canadian Cooperative Association
François Larsen, Office of Francophone Affairs
Julie Lee, London Battered Women's Advocacy Centre
Susan Lee, Ministry of the Attorney General
Dianna Leeder, Ontario Training and Adjustment Board
Karen Lior, Advocates for Community Based Training and Education for Women
Ghislaine Malo, Ontario Women's Directorate
Sandra Mark, West End Community Ventures
Ron Mason, Ministry of Education and Training
Julie Mathien
Tara McArthur, Cochrane District Self Help Network
Kerry McCuaig, Ontario Coalition for Better Child Care

Susan McCunn, Health Canada
Judith McGill, People First of Ontario
Jim McKay, Berkeley Consulting Group
Craig McKie, Carleton University
Sylvia McMehan, Network for Dispute Resolution
Tim McPhearson, People First of Canada
Don L. McRae, Canadian Heritage
Peter Meuiller, Workers' Compensation Board
Ian Midgeley
Doug Miller, Human Resources Development Canada
Alan Mirabelli, Vanier Institute of the Family
Norm Mohammed, Ministry of Community and Social Services
Jennifer Morris, Mayor Barbara Hall's Office
Brian Murphy, Inter Pares
Réjean Nadeau, Ministry of Community and Social Services
Peter Nares, Self Employment Development Initiatives
Hetty O'Donnell, Bank of Montreal
Peter Park, People First Of Canada
Monica Patten, Community Foundations of Canada
Claudette Perrot, Canadian Heritage
Barbara Polhill, Tikinagan Child and Family Services
Elaine Prescod, Coalition of Visible Minority Women
Judith Ramirez
Aloy Ratnasingham, Tamil Seniors' Centre
Maggie Redmond, Metropolitan Toronto Community Services
Allan Reeve, Toronto Community Ventures
Brenda Reimer, Lakehead Social Planning Council
John Restakis, Canadian Cooperative Association
David Robinson, Anglican Diocese of Toronto
Carol Rock, Women and Rural Economic Development
David Ross, Canadian Council for Social Development
Lisa Salsberg, Healthy City Office
Brian Samuel, St. Christopher House
Judith Sanders, Thunder Bay and Area Business Self-Help Centre
John Sewell
Marsha Sfeir, Education Wife Assault
Judy Shanks, Canadian Mental Health Association - Timmins
Antoni Shelton, Urban Alliance on Race Relations
Craig Shields, Laidlaw Foundation
Malcolm Shookner, Ontario Social Development Council
Patty Simpson, Georgina Coalition for Social Issues
Sheila Simpson, Ministry of Community and Social Services
Laura Sky, Skyworks Charitable Foundation
Raymond Smart, Ministry of Economic Development, Trade and Tourism
Lucya Spencer, Immigrant and Visible Minority Women Against Abuse
Norah Spinks, Canadian Work and Family Institute
Dan Stapleton, Ontario Community Support Association
Craig Stevenson, Manulife Financial

Dick Stewart, Regional Municipality of Ottawa-Carleton, Dept. of Social Services
Graham Stewart, John Howard Society of Ontario
Sean Strickland, Food Bank of Waterloo
Joe Swan, Information London
Karen Takacs, Sistering
Valerie Tarasuk, University of Toronto
John Thompson, United Way of Kitchener-Waterloo and Area
Barbara Thornber, Ontario Association for Community Living
Bob Vokey, The J.W. McConnell Family Foundation
Meagan Walker, London City Council
Maxine Walsh, Ministry of Health
Marg Wheelan, Geneva Centre
Janet Whillans, United Way/Centraide of Ottawa-Carleton
Lynn Woolcott, West Central Community Health Centre
Honorine Wright, Wikwemikong Health Centre
Bev Wybrow, Canadian Women's Foundation
Lee Zaslovsky, West Central Community Health Centre

*(Partial listing only - complete list will be included with printed annual report.)*